

Applicant Privacy Notice

Effective Date: 21.10.2026

1. Overview

Thank you for your interest in STABL Energy GmbH. In accordance with Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR), this notice explains how we process personal data provided by or collected about applicants for employment, apprenticeships, internships and comparable positions, and describes your related rights. If we later collect additional personal data for another purpose, we will provide any further information required by law.

This notice applies to applicants for employment, apprenticeships, internships and comparable positions. If we collect additional personal data for another purpose later in the recruitment process, we will provide any further information required by law.

2. Controller

The controller responsible for processing your personal data is:

- STABL Energy GmbH, Baierbrunner Straße 30, 81379 Munich, Germany
- Email: jobs@stabl.com

3. Data Protection Officer

You may contact our external Data Protection Officer, Dominik Fünkner, at datenschutzbeauftragter@datenschutzexperte.de with questions about the processing of your personal data or to exercise your data protection rights.

4. Personal Data, Processing Purposes and Legal Bases

We process only personal data connected with your application. Depending on the position and recruitment process, this may include the following:

Personal data / processing activity	Purpose	Legal basis
Identification and contact data, including name, address, email address and telephone number.	Communicating with you and administering your application.	Art. 6(1)(b) GDPR in conjunction with Art. 88 GDPR and § 26(1) BDSG
Application documents and professional information, including CV, cover letter, qualifications, education, training, employment history, references and work samples.	Assessing your suitability and deciding whether to establish an employment relationship.	Art. 6(1)(b) GDPR in conjunction with Art. 88 GDPR and § 26(1) BDSG
Interview notes, assessment results and correspondence generated during the recruitment process.	Conducting interviews, comparing applicants and documenting the recruitment decision.	Art. 6(1)(b) GDPR in conjunction with Art. 88 GDPR and § 26(1) BDSG

Data required to comply with legal obligations or to establish, exercise or defend legal claims.	Compliance with legal requirements and the establishment, exercise or defence of legal claims, including evidence in proceedings under the German General Act on Equal Treatment.	Art. 6(1)(c) or Art. 6(1)(f) GDPR; where applicable, Art. 9(2)(f) GDPR
Application data retained for consideration in a talent pool for future suitable vacancies.	Considering you for future vacancies after the recruitment process has ended, where you have accepted a separate invitation to join our talent pool.	Art. 6(1)(a) and Art. 7 GDPR in conjunction with § 26(2) BDSG; where applicable, Art. 9(2)(a) GDPR

If you provide special categories of personal data, such as health information, we process them only where permitted by law or based on explicit consent. You may withdraw consent at any time with effect for the future; this does not affect the lawfulness of processing carried out before withdrawal.

Note on image material: Photographs or other image material submitted voluntarily, for example as part of your CV, may reveal special categories of personal data, such as health, religious or philosophical beliefs, or racial or ethnic origin. We do not require this information for the application process. If it is nevertheless apparent, we treat it as special-category personal data and process it only where permitted by law or based on your explicit consent.

5. Sources of Personal Data

We primarily receive personal data directly from you by email, through application channels made available by us, or during interviews and other communications. Where permitted by law, we may also receive relevant information from recruitment agencies, professional networks, references you identify, or publicly accessible professional sources.

6. Recipients of Personal Data

Within STABL Energy GmbH, your personal data is disclosed only to departments and people who require it to conduct the recruitment process, fulfil legal obligations, or pursue the legitimate interests described above. These recipients may include the People Team, responsible hiring managers, interviewers and authorized decision-makers.

We may engage service providers under data processing agreements, particularly for IT hosting, communication, recruitment management systems and recruitment services. We otherwise disclose personal data outside the company only where permitted or required by law, necessary to meet a legal obligation, or covered by your consent.

7. Transfers to Third Countries

If personal data is transferred outside the European Union or European Economic Area, we comply with Chapter V GDPR by relying, as applicable, on a European Commission adequacy decision, EU Standard Contractual Clauses or another legally recognized transfer mechanism. You may request information about the applicable safeguard and how to obtain a copy from the contacts listed above.

8. Retention Period

We retain your personal data for as long as necessary to decide on your application. Application data and documents are generally deleted no later than six months after the recruitment process ends, unless longer retention is required or permitted by law or necessary to establish, exercise or defend legal claims for the duration of a dispute.

After the recruitment process, we may invite you to **join our talent pool** for consideration for suitable future vacancies. We retain your application data only with your consent, for the period stated in that consent; you may withdraw it at any time with effect for the future. If your application results in employment, an apprenticeship or an internship, required and permitted data may continue to be stored and transferred to the personnel file.

9. Your Data Protection Rights

Subject to the applicable legal conditions, you have the rights of access (Art. 15 GDPR), rectification (Art. 16), erasure (Art. 17), restriction of processing (Art. 18), notification (Art. 19) and data portability (Art. 20). You may also lodge a complaint with a competent data protection supervisory authority under Art. 77 GDPR if you believe that the processing of your personal data is unlawful, without prejudice to any other administrative or judicial remedy.

Where processing is based on consent, you may withdraw it at any time under Art. 7 GDPR with effect for the future; this does not affect processing carried out before withdrawal or statutory retention obligations described in Section 8. Where processing is based on legitimate interests under Art. 6(1)(f) GDPR, you may object at any time under Art. 21 GDPR on grounds relating to your situation. We will then cease the processing unless we demonstrate compelling legitimate grounds that override your interests, rights and freedoms, or the processing is necessary to establish, exercise or defend legal claims.

To exercise your rights, please contact STABL Energy GmbH, the People Team or the Data Protection Officer using the details above.

10. Requirement to Provide Personal Data

Providing personal data during the application process is voluntary. However, we can assess your application and decide whether to establish an employment relationship only if you provide the information necessary for that decision.

11. Automated Decision-Making

We do not make decisions on applications solely through automated processing, including profiling, within the meaning of Art. 22 GDPR.